- Any successful person will tell you that if you want to be successful in life, sometimes you have to take a chance. If you don't do anything, you won't get anything!

Overall CA Program Status

Y	• Airfield Support
Y	• Facilities Management
G	• Public Safety
Y	• Seaport Support
R	• Command Support

Tracking along milestone dates, no problems — G

Slightly behind milestone dates, minor problems — Y

Behind on milestone dates, significant problems — R

Airfield Support POA&M

Status	Milestone	
➡	Approval of PWS	03-21-03
	Issue Solicitation	03-28-03
	Complete Mgmt Plan	04-30-03
	Start IRO	05-19-03
	Receipt of Proposals	06-20-03
	Tentative Decision	09-26-03

Facilities Management POA&M

Status	Milestone	Date
	Approval of PWS	12-24-02
	Issue Solicitation	12-30-02
➡	Complete Mgmt Plan	04-11-03
	Start IRO	05-05-03
	Receipt of Proposals	06-13-03
	Tentative Decision	10-03-03

Public Safety POA&M

Status	Milestone	
	Approval of PWS	10-16-02
	Issue Solicitation	10-21-02
	Complete Mgmt Plan	12-20-02
➡	Start IRO	01-13-03
	Receipt of Proposals	04-14-03
	Tentative Decision	08-29-03

Seaport Support POA&M

Status	Milestone	
	Approval of PWS	01-06-03
➡	Issue Solicitation	03-24-03
	Complete Mgmt Plan	03-27-03
	Start IRO	04-14-03
	Receipt of Proposals	06-20-03
	Tentative Decision	10-24-03

Command Support POA&M

Status	Milestone	Old date
	PWS Approval	03-25-03
	Issue Solicitation	04-11-03
	Complete Mgmt Plan	04-18-03
	Start IRO	05-05-03
	Receipt of Proposals	06-02-03
	Tentative Decision	10-31-03

The Process of Change

How do you handle it?

Change - How do you react?

- Do I run from change?
- What kind of change(s) are likely to upset me?
- What kind of change is likely to energize me?
- Do I like to direct change or be directed by change?

Change vs. Transition

- Change is external
  - The act
  - An instant substitution
- Transition is internal
  - The process
  - Involvement in a journey

The History of Change

"Illness strikes men when they are exposed to change."

Herodotus, Greek historian (484-430? B.C.)

Transitions

Behavioral Processes

- Disengagement
- Dis-identification
- Disenchantment
- Disorientation

- Disintegration
- Limbo
- Creation
- Normalization
- Reintegration

- New Vision

  Implementation
- Revitalization
- Renewal
- Quasi-Stabilization

Habits

Man is a creature of habit.

Chaos often breeds life, while order breeds habit.

Henry Adams, American historian

Endings

- Beginnings depend on endings
- Change requires letting go of something
- Resistance is to the losses not the change
- Change is external
- Transition is internal - adjusting to the losses

Endings - Emotional States

- Denial
- Loss
- Turmoil
- Anger
- Bargaining
- Anxiety
- Sadness
- Depression
- Ambivalence
- Acceptance
- Action

The Neutral Zone

Habit is habit, and not to be flung out of the window by any man, but coaxed downstairs a step at a time.

Mark Twain

Neutral Zone

- The old is disappearing
- The new is not fully here yet
- Nothing is happening most of the time
- Productivity is typically low

Neutral Zone Happenings

- Disintegration
- Limbo
- Creation
- Normalization
- Reintegration

Neutral Zone Happenings

- Disintegration - Things are falling apart
- Limbo - An hollow feeling, an emptiness
- Creation - Sparks of new ideas, new ways
- Normalization - Beginning to get a routine
- Reintegration - Starting to work together, to make sense

New Beginnings

- New Vision Implementation
- Revitalization
- Renewal
- Quasi-Stabilization

New Beginnings

- The new beginning is only a start
- You make a commitment to a new way
- You develop new understandings
  - New values
  - New attitudes
  - New roles
- You develop new habits

What Can You Do?

- Understand transition is normal
- Stay informed and get involved
- Build a support network
- Set personal goals & work toward them
- Schedule time for yourself
- Exercise, eat right and get good rest
- Update your resume